

UNIVERSITY OF CALIFORNIA
COLLEGE OF AGRICULTURE
AGRICULTURAL EXPERIMENT STATION

DIVISION OF GENETICS
BERKELEY 4, CALIFORNIA

May 14, 1957.

Dr. Joshua Lederberg,
Dept. of Genetics,
University of Wisconsin,
Madison 6, Wisconsin

Dear Joshua:

There has been a considerable clarification of details in the proposal to employ Esther on regular University funds. First of all, in reply to your question of May 5, on the basis of a letter from President Sproul, Vice-President Wellman gave a definite no to her permanent employment in the Department of Genetics. However, the present proposal, which is an appointment in another department as research microbiologist in the non-faculty professional research personnel series, has the latter's approval. In my opinion her employment on regular University funds is a much superior arrangement.

Appointments in non-faculty research series are administered by the Dean of the Graduate Division and, as indicated in the enclosed material, are usually made at the minimum salary rate for the rank. The present salary scale is:

<u>Rank</u>	<u>Step</u>	<u>Normal Period at salary</u>	<u>Scale 9/1/56</u>
Junior Research Microbiologist	I	1 year	\$ 5,496
	II	1 year	5,916
Assistant Research Microbiologist	I	2 years	6,516
	II	2 years	7,008
	III	2 years	7,536
Associate Research Microbiologist	I	2 years	8,520
	II	2 years	9,516
	III	2 years	9,852
Research Microbiologist	I	3 years	11,124
	II	3 years	12,300
	III	3 years	13,800

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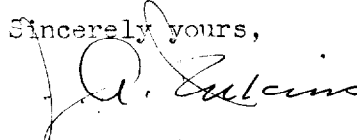
Since Esther obtained her Ph.D. degree in 1950 and has been actively publishing during the interim, I feel that the appropriate appointment is Assistant Research Microbiologist, step III, and shall so recommend.

Appointments can also be made on the basis of any percentage up to a maximum of full time, which is sometimes a great advantage. Occasionally departmental recommendations for a higher step within the rank are granted in stages by the device of paying the total amount of the lower salary at a higher rate for part time. More frequent raises are then possible by increasing either time or rate.

At first, Agricultural Biochemistry seemed to be the most appropriate department. However, there is a possibility that when some members of this Department move to Davis in a year or two, the remaining members on this campus may be transferred to Biochemistry. Therefore, Soils and Plant Nutrition, in which there are also Microbiologists, is now the most suitable department. If Esther were employed in a department outside agriculture, it would not only introduce administrative complications, but the Agricultural Administration would lose control. The arrangement is that the Chairman of Genetics would prepare recommendations on merit increases, etc., but they would be signed and processed by the Chairman of Soils and Plant Nutrition. I do not foresee any difficulties that could arise through this arrangement.

I am enclosing a biography form that Esther may fill out and which will be processed through the regular channels, with her recommendation for appointment. When both your appointment, which was recommended at the third step of the professorial scale - the last line of the above table, and that of Esther receive full approval you will receive a firm offer. A favorable decision on your part will enable us to authorize remodeling of the laboratory space.

Sincerely yours,



J. A. Jenkins
Professor of Genetics
Chairman of the Dept.

JAJ:w
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